



ANNUAL REPORT

2017

SEIU Healthcare

CANADA'S HEALTHCARE UNION





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Who We Are

Your union, SEIU Healthcare, is the largest healthcare union in Canada with more than 60,000 frontline workers. Our number one priority is to ensure that your work is recognized and valued by your employers.

We work to improve your lives by advocating on your behalf, protecting your rights and creating safer working conditions.

We also bring your voice to the table with the powers that be, contributing to healthcare policy through our work with the government and other stakeholders, representing the interests and expertise of you and your families.

Our Members

Our membership of over 60,000 healthcare workers includes:

- Activity Aides
- Clerical Support
- Developmental Support Workers
- Dietary Aides
- Housekeepers
- Lab Techs
- Maintenance Workers
- Paramedics
- Registered Nurses
- Registered Practical Nurses
- Personal Support Workers
- Social Workers
- & more!







PRESIDENT,
SEIU HEALTHCARE

As we enter 2018, I have never been prouder to be the president of this union.

Whether it was an event at your workplace for Nursing Week or Purple Day, an information picket to demand fairness and respect for your coworkers and residents or a trip to Queen's Park to help pass important legislation, you got out there and made your voices heard.

Together over the last year, we helped make a difference for millions of working Ontarians. With that said, we are far from done. As we head towards the Ontario election in June, we must protect the gains we have worked so hard to achieve. This can be accomplished by ensuring that the government elected is one that wants to work with us, not against us.

I am humbled to be the president of SEIU Healthcare and to represent 60,000 members who so passionately advocate for their professions, their colleagues and the people they care for. This is going to be an important year for all of us, but I know that together, we are going to continue achieving remarkable things.

In solidarity,

A handwritten signature in black ink that reads "Sharleen Stewart". The signature is fluid and cursive.

Sharleen Stewart

After years of advocating for it, we finally saw our province's minimum wage increase to a living wage, with it reaching \$15 an hour by 2019. Thanks in part to your activism, people who experience domestic or sexual violence will get up to 17 weeks of job-protected leave, including five paid days. These are just two examples of what we were able to achieve over the past year.

Though 2017 was a year to be proud of, we still have a long way to go, but if this past year was any indication, we have a lot to look forward to.

In 2018, I encourage everyone to continue striving to make a difference. Together, we are shaping a future that all healthcare workers in Ontario can be excited about.



Emanuel Carvalho

As a woman who spent over 20 years as a frontline nurse, I understand how busy life can be. I know many of you have families of your own and work more than one job.

Despite those responsibilities, you are still finding time to make a difference in your workplaces and communities. I want to say thank you to each one of you. You should be very proud of all you accomplished in 2017.

As we head into 2018, we must protect our past victories and strive for new ones. I can't wait to see what we accomplish next.



Carol McDowell



**SECRETARY-TREASURER,
SEIU HEALTHCARE**



**EXECUTIVE VICE-PRESIDENT,
SEIU HEALTHCARE**





We're not just a union, we're a community.

Our inclusive and diverse executive board is designed to ensure that every member of SEIU Healthcare is represented. No matter where you live, what sector you work in, or what community you belong to, you have a voice at SEIU Healthcare.

Our executive board consists of the following seats representing membership as follows:

Three (3) Officers:

President
Secretary-Treasurer
Executive Vice-President

Nursing Division President

Three (3) Sector seats with one (1) member from:

Community Care
Hospitals
Long Term Care

Seven (7) Community Representation seats with one (1) member from:

Aboriginal/Indigenous
LGBTQ
Persons with Disability
Retirees
Women
Workers of Colour
Young Workers

Seven (7) Regions with one (1) member from:

Region 1 - Thunder Bay and Algonquin Regions
Region 2 - Northumberland Region
Region 3 - Georgian Bay Region
Region 4 - GTA Region
Region 5 - Hamilton/Halton Regions
Region 6 - Norfolk/Niagara Regions
Region 7 - London and Southwestern Regions

MEMBERS IN ACTION



FEBRUARY 4 **SEIU Members Feed Peterborough Homeless**

SEIU Healthcare member Greta Glanville organized a day for her and 16 of her fellow members from Peterborough to feed those less fortunate with Out of the Cold, a charity that provides community services in Peterborough for those who are homeless. These members spent the day cooking, serving and cleaning up, making a difference for hundreds of in-need Peterborough residents.



FEBRUARY 27 **Info Picket at Baycrest**

Members at the Terraces at Baycrest held an information picket to speak out against the contracting out of their food services jobs and demand that their clients continued to get the quality and consistent service they deserve.



JUNE 12

**Life - Loss - Light:
We Remember Orlando**

SEIU Healthcare members, including Sebastian Trujillo, who sits on our executive board as the LGBTQ representative, attended the Life - Loss -Light: We Remember Orlando vigil in Toronto to remember the 49 people who died in the shooting at Pulse Nightclub in Orlando, exactly one year earlier on June 12, 2016.

JUNE 14

Tony Stacey Info Picket

Workers at the Tony Stacey Centre for Veterans Care held their first of two information pickets in 2017. Without a collective agreement for the past three years, their working conditions, scheduling processes and wages had fallen well below industry standards. The workers have since signed a new collective agreement that features several improvements.



JUNE 25 Pride Walk

As part of Pride Month, SEIU Healthcare hosted a Pride Walk in downtown Toronto, which focussed on historical information around LGBTQ rights. This walk was led by Sebastian Trujillo, who sits in the LGBTQ seat on SEIU Healthcare's executive board.



JULY 15 Summer Fun Day

Several SEIU Healthcare members in Orillia organized a BBQ for their fellow members and their families. The day included games, food, a performance by the Neema Children's Choir of Uganda and 25 prizes that were donated from businesses around the community.



JULY 29

Info Picket at Sherwood Court

Can you imagine a long-term care facility running out of soap for three weeks? That was a reality at Sherwood Court in Maple, and just one of the many issues our members amplified their voices about. As a result of this picket, Sherwood Court's family council got involved and is now working with our members to make sure the residents are getting the care they are paying for and deserve.



AUGUST 12

Maple Grove Info Picket

Members at Maple Grove Care Community held an information picket to bring attention to staff shortages and bullying by management, which was resulting in less care and consistency for their residents.



OCTOBER

Feminine Hygiene Collection

As part of the Women in Leadership course at the Leadership Academy Summer School, members from across Ontario organized feminine hygiene product collection drives at their workplaces, resulting in thousands of donations for women in need.



NOVEMBER 4
ThorntonView Info Picket

Our members at ThorntonView Long Term Care in Oshawa, which is operated by Revera, picketed against the cutting of 105 hours of care per week and spread the word that their residents deserve more care, not less.



NOVEMBER 18
Parkland on the Glen Info Picket

After years of working consistent schedules, the healthcare workers at Parkland on the Glen in Mississauga were told that they had to choose between working rotational shifts or losing their jobs. Our members picketed against this, demanding stability and consistency for both themselves and their residents, who rely on seeing the same, comfortable faces each day.

OUR EVENTS



FEBRUARY 25

Black History Month Celebration

Over 300 members attended the Black History Month Celebration event at our head office in Richmond Hill. Celebrating 150 years of Black history in Canada, we shared stories, learned about what it meant to be a Black Canadian today and heard from inspiring leaders from our communities.



JUNE 22

Hospital Bargaining Conference

SEIU Healthcare hospital workers from across the province met to discuss their sector, determine priorities for their next central hospitals collective agreement and elect a bargaining committee.



JULY 22
GTA Summer BBQ

Games, face painting, slides, bouncy castles and basketball were all part of a great day at our SEIU Healthcare head office in Richmond Hill. Hundreds of members came out with their families to soak up the fun and entertainment.

AUGUST 10
Take a Kid Fishing Day

Our 7th annual Take A Kid Fishing Day, which is funded through donations from SEIU Healthcare staff and sponsors, was a huge success, with children from across the province getting the opportunity to spend their day fishing.



SEPTEMBER 4
Labour Day

Our members took to the streets on Labour Day, participating in parades all across Ontario, including Toronto, where over 500 "Purple Party" supporters participated.



**WE ARE
STRONGER
TOGETHER.**

SEPTEMBER 15

**SEIU Healthcare Golf
Tournament**

SEIU Healthcare staff and sponsors attended our 11th Annual Golf Tournament in support of Starlight Children's Foundation, which provides joy and comfort to hospitalized children and their families. In the 11 years of this tournament, we have raised over \$250,000 for this amazing cause.

GETTING POLITICAL



JANUARY 21

Women's March on Washington

A bus of SEIU Healthcare staff and members travelled to Washington, D.C. to take part in the Women's March on Washington. Following the march, SEIU Healthcare President Sharleen Stewart said "We sent a clear message that Canada will never tolerate the types of politics witnessed in the United States during their past election cycle. We left Washington inspired and believing that love truly does trump all that is evil."



JUNE 28

Healthy Aging Summit

SEIU Healthcare President Sharleen Stewart spoke at the Ontario Healthy Aging Summit, which was hosted by Ontario's Ministry of Health and Long-Term Care, about our vision of how to make Ontario the best place to raise a family, care for each other, and grow old.



OCTOBER 5

Speaking in Support of Bill 148

Mina Amrith, who sits on SEIU Healthcare's executive board as the Women's representative, spoke alongside Ontario's Minister of Labour Kevin Flynn in support of Bill 148, including its provision to give those experiencing domestic violence up to 17 weeks of job-protected leave. SEIU Healthcare members and staff celebrated on November 22, 2017 when Bill 148 passed and became law.



NOVEMBER 2

Bill 145 Second Reading at Queen's Park

Jackie Haynes, a developmental services worker (DSW) at Choices Association, attended the second reading of Bill 145 at Queen's Park, along with fellow SEIU Healthcare DSW Committee member Sandee Green. If passed, Bill 145 would expand mandatory workplace safety and insurance coverage for employees of group homes and residential care facilities. Jackie delivered a speech on why it is important for this Bill to become law.

OUR CAMPAIGNS



APRIL

Get Real - Contract Action Campaign in Windsor/London

With ParaMed Home Health Care in Windsor and London both refusing to negotiate fair contracts, we launched our ParaMed Get Real campaign. Later in the year, both locations would achieve collective agreements that started to bring fairness and respect to their workplaces.



OCTOBER

Get Real - Organizing Campaign in Toronto

After getting their travel pay cut in half, a few of the workers of ParaMed Home Health Care in Toronto decided enough was enough and took steps towards forming a union. To help them gather support, we re-launched the ParaMed Get Real campaign. In early December, the over 500 workers of ParaMed Toronto formed their union and joined the SEIU Healthcare family.



“I can’t provide the care my patients deserve because having the necessary tools at my disposal is **NOT IN THE BUDGET.**”

TRACEY CLAUSI
Registered Practical Nurse,
Royal Victoria Regional Health Centre

VISIT OUR WEBSITE & SHARE OUR STORIES.

WWW.NOTINTHEBUDGET.CA

SUPPORTED BY **SEIU** Healthcare

NOVEMBER

Not In The Budget

With the Ontario Hospital Association (OHA) unwilling to remove major concessions and entertain proposed gains for our members during central hospital negotiations, we launched a campaign to tell the stories of some of our hospital workers who face daily obstacles in their workplace because their needs are “not in the budget”.



DECEMBER

ImASurvivor.ca

On December 6, which is also the National Day of Remembrance & Action on Violence Against Women, we launched www.imasurvivor.ca, a website with resources for those who are experiencing, or have experienced, domestic or sexual violence. Mina Amrith, who sits in the Women’s seat on our executive board, was part of the planning and execution of this campaign, and tells her own personal story through a powerful and inspiring video.

THE LEADERSHIP ACADEMY



In its second year, SEIU Healthcare's Leadership Academy continued to provide members the skills and tools needed to be effective activists, leaders and voices in their workplaces. To graduate from this year's Level 2 curriculum, members had to attend three classes, complete online learning courses, and participate in a Community Outreach Day. In the Fall Community Outreach Day, members canvassed in support of Bill 148, which helped lead to it passing into law in November. To learn more about the Leadership Academy, visit www.seiuhealthcare.ca/la



JUNE 10
Spring Leadership Assembly

Leadership Academy graduates from the Winter 2017 session were invited to network with their fellow members and listen to incredible guest speakers, including Kevin Vowles from White Ribbon Canada and Indigenous Speaker Michael Etherington.

AUGUST
Summer School

In August, over 100 Leadership Academy graduates attended our first-ever Leadership Academy Summer School. Over the five days, our members received training to further enhance their leadership skills. Upon leaving Summer School, many of our members were tasked with activism activities to complete in their workplace, including giving a presentation on why politics matter and planning/executing a feminine hygiene product collection drive.



DECEMBER 9

Year-End Leadership Assembly

Leadership Academy graduates from all 2017 sessions gathered together to begin preparing to gather support for the 2018 provincial elections. Attendees watched a mock political debate, listened to speeches from Ontario’s Minister of Education Mitzie Hunter and Canada’s Minister of Employment, Workforce Development and Labour Patty Hajdu, and participated in a campaign planning exercise. The full-day event wrapped up with two hours of karaoke, where our members showed off their talents.

BEST OF THE REST



FEBRUARY 10

Four SEIU Members Meet at CLC Lobby Day

Members Fiona Bailey, Ainsworth Spence, Koffi Agobogbe and Solomon Ademuyiwa joined over 350 union members from across Canada for the annual Canadian Labour Congress Lobby Day in Ottawa. They met with Members of Parliament and Senators about important issues like pensions, pharmacare and pay equity.



MAY 8-14

Nursing Week

SEIU Healthcare nurses from across Ontario held Nursing Week events at their workplaces to celebrate their profession. These dedicated nurses secured donations from local businesses to create the best events possible for their coworkers.



MAY 8

CLC Convention

SEIU Healthcare leadership and staff represented our union in Toronto at the Canadian Labour Congress Convention, which takes place every three years. One of the highlights of the convention was our executive board member, Ainsworth Spence, being elected as the Vice President, Workers of Colour for a second straight term.



JULY 17

Purple Day

Our members from across the province dressed in purple to show their SEIU Healthcare pride! We are stronger together!



SEPTEMBER
Scholarship Winners

Each year, we award four scholarships to deserving children of our members. This year's winners were:

- Alexander Baron
- Beyonce Angelica Cao
- Riley Henderson
- Samantha Tam

Registration is now open for 2018 scholarships, please visit our website www.seiuhealthcare.ca to apply.



SEPTEMBER 29
RPNAO Conference

Our Nursing Division attended the 59th Annual RPNAO AGM & Conference to discuss registered practical nurse (RPN) role optimization, quality practice and innovative leadership.



OCTOBER 18

Sharleen Honoured at Queen's Park

As part of Women's History Month, SEIU Healthcare President Sharleen Stewart was among several trailblazing women recognized at Queen's Park for making a difference in Ontario.



NOVEMBER 29

Member Wins \$10,000

Anita Mosquera, a personal support worker (PSW) at VHA Home Healthcare, won \$10,000 from SEIU Healthcare partner Union Savings. Visit www.unionsavings.ca to see the discounts and benefits you can get from being a union member.



DECEMBER 6

National Day of Remembrance & Action on Violence Against Women

Mina Amrith, who sits on our executive board as the Women's representative, organized a rose-laying ceremony at our head office in Richmond Hill to commemorate the National Day of Remembrance and Action on Violence Against Women and to remember the 14 women who were killed on December 6, 1989 in a shooting at Montreal's Ecole Polytechnique.



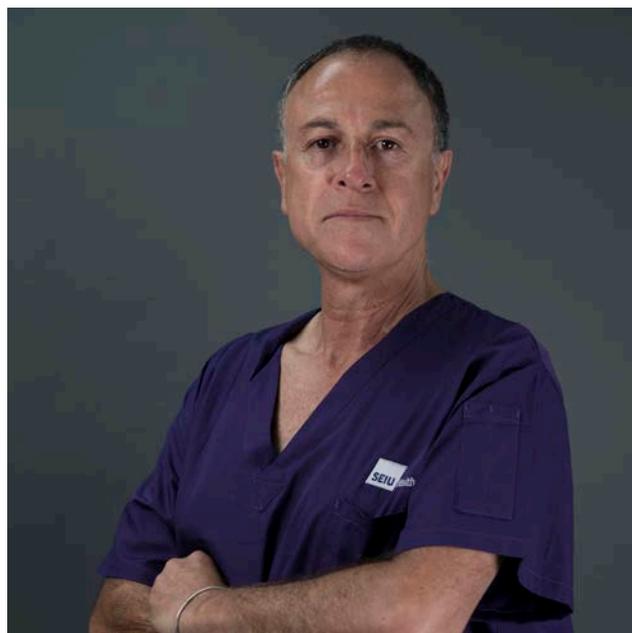
DECEMBER 15

SEIU Healthcare Night at Niagara Icedogs Game

Over 200 SEIU Healthcare members and their families watched the Niagara Icedogs take on the North Bay Battalion in Ontario Hockey League action. This was also "Teddy Bear Toss Night", in support of Victim Services Niagara. SEIU Healthcare will also be having hockey nights in Oshawa, Hamilton and Mississauga in 2018. For ticket information, make sure to check out our social media pages.

OUR **NEW** BROTHERS AND SISTERS IN 2017

- Shalom Village
- Georgian Bay Retirement Home
- Georgian Traditions Retirement Residence
- Trillium Gift of Life Network
- Family Options (Halton/Peel/Waterloo)
- ParaMed Windsor
- One Kenton Place
- Schlegal Villages: The Village at University Gates
- VHA Home Healthcare
- Toronto East General Hospital
- Carea Community Health Centre
- ParaMed Toronto





Georgian Bay Retirement Home



ParaMed Toronto

JOIN THE CONVERSATION

 **FACEBOOK:** @SEIUHealthcareCanada

 **INSTAGRAM:** @seiuhealthcare

 **TWITTER:** @SEIUHealthCan

 **YOUTUBE:** @seiolocal1canada



HOW TO CONTACT YOUR MRC



1

Have a brief description of your reason for calling ready to discuss.



4

Discuss your reason for calling with an MRC representative.



2

Call your MRC at
1-877-MRC-SEIU (672-7348)



5

Every call will be given a reference/ticket number. Make sure to write this down in case you need to call back regarding the same issue!



3

Provide your first and last name, your workplace and your contact information.

1-877-MRC-SEIU (672-7348)

MONDAY - FRIDAY 8:30 A.M. - 4:30 P.M.



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